



Creative Support Ltd
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Purchasing Team Leader

Head Office, Stockport

Reference: 71938

Thank you for your interest in the above post, please find the specific role requirements and duties for this post detailed within this document. When completing the application form you may submit additional documentation, however we cannot accept a CV as a completed application.

Closing Date: 30 December 2025

Once you have submitted your application form allow *7 working days* after the closing date for a response. Please return the application form by email to recruitment@creativesupport.co.uk or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours Faithfully,

Recruitment Department

All employees are subject to enhanced DBS checks.



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JOB DESCRIPTION – PURCHASING TEAM LEADER

Head Office, Stockport

Hours: Full time (37.5 hours), to be worked Monday to Friday between 09:00 – 17:00.

Responsible To: Purchasing Manager

The Role

The Purchasing Team Leader will be responsible for day-to-day support and oversight of the team in conjunction with the Purchasing Manager. As part of the team, you will create Purchase orders (POs), order goods, liaise with suppliers to negotiate best pricing and query expenditure to ensure the companies money is spent appropriately. As Team Leader you will oversee some areas of purchasing that may be more complex in nature and also work in conjunction with the Purchasing and Reception Manager to supervise the Purchasing team to ensure smooth running of the department.

Main Duties

Effective Purchasing Department Oversight:

1. To work in conjunction with the Purchasing Manager to oversee the work of the Purchasing team.
2. To provide a polite, efficient purchasing service for internal customers, e.g. staff, service users, service directors
3. To co-ordinate purchases, installation of services, furniture and equipment for existing premises and new schemes and office premises
4. To co-ordinate purchases, installation of services, furniture and equipment for existing premises and new schemes and office premises
5. To oversee a caseload of more complex purchasing items.
6. To ensure we respond to and meet the business needs of Head office departments and staff across the company when arranging travel and hotels.
7. To run regular reports to ensure that the security of the companies money and expenditure
8. To have excellent telephone manner with proven customer care skills.
9. To promote cost effectiveness within the department by co-ordinating and processing all purchase orders and maintaining a list of approved suppliers.
10. To build good relationships with key suppliers, negotiating a better service level or pricing wherever possible, making best use of charity discounts and other favourable terms.
11. To seek confirmation of available budgets for all purchases with the relevant Service Director.
12. To monitor general quality of furniture, equipment and services provided to the agency, to consider the needs of the service and the care environment.

Developing the Department:

13. To work in conjunction with the Purchasing Manager to develop and future proof the approach of the Purchasing team.
14. To ensure you have a up to date understanding of the national requirements and communicate with Directors and senior managers about any regional preferences.
15. To engage with new technology processes and systems that increase efficiency while not losing the person centred and personalised approach of Creative Support.
16. To keep an up-to-date record of goods and services ordered.
17. To continuously improve how the role operates and raise suggestions of improvements to the Purchasing Manager.

Team Oversight:

18. To work in conjunction with the Purchasing Manager to supervise the Purchasing team.
19. To ensure the team prioritise tasks according to urgent needs and keep a daily and weekly planner to ensure all requisitions are recorded and processed.
20. To work well as a team to achieve good outcomes for our services and stakeholder.
21. To contribute ideas and develop the department through active involvement in team meetings
22. To offer supervision to the team members
23. To plan and run regular team meetings focusing on effectiveness and efficiency

Other Duties

1. To provide regular written reports to line manager and ensure these are reported to the right forums/ committees as required
2. To accept regular support and supervision from line manager
3. To carry out all work in a manner consistent with the aims and principles of Creative Support
4. To comply with and to implement the Equal Opportunities Policy of Creative Support
5. To maintain confidentiality at all times, in accordance with the agreed policy
6. To identify own training needs in discussion with line manager and to attend training events and courses as required
7. To observe written policies, procedures and guidelines for good practice agreed by Creative Support.
8. Any other duties as required

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PERSON SPECIFICATION – PURCHASING TEAM LEADER**Head Office, Stockport**

	QUALITIES REQUIRED	How Assessed	Essential / Desirable
1	Experience of working within a Purchasing/Procurement Department	Application Form	Desirable
2	Graduate or other comparable level of qualification	Application Form	Desirable
3	Excellent numerical skills and good financial management ability	Application & Interview	Essential
4	Experience of supervising a team of people	Application & Interview	Essential
	Experience of overseeing/ having responsibility for the outcomes of a workstream or department	Application Form	Desirable
5	Good general IT skills and a good working knowledge of Office applications (Word, Excel and Access)	Application & Interview	Essential
6	Ability to organise and prioritise a busy workload	Application & Interview	Essential
7	Excellent written and verbal communication skills	Interview	Essential
8	Excellent Customer Service skills working with internal and external customers	Application & Interview	Essential
9	Ability/experience of working to deadlines and effective time management under pressure	Application & Interview	Essential
10	The ability to work flexibly according to the changing needs of a busy team	Application & Interview	Essential
11	Efficient and accurate coordination skills	Application & Interview	Essential
12	Attention to detail and analytical skills	Application & Interview	Essential
13	Ability to consult with colleagues and to work as part of a team	Interview	Essential
14	A hard working and resourceful approach to work	Interview	Essential
15	Have an interest in the Health and Social Sector and our person centred values	Application & Interview	Essential

PERSON SPECIFICATION – PURCHASING TEAM LEADER

Head Office, Stockport

Salary:	Up to £28,103 per annum pro rata, dependent on experience	
	Point One:	£26,114 per annum (£13.39 ph)
	Point Two:	£27,251 per annum (£13.98 ph)
	Point Three:	£28,103 per annum (£14.41 ph)
Please Note: Our pay date is the 15th of each month (or the Friday before if this falls on a Saturday or Sunday). You will be paid in arrears for the previous 4/5 weeks, dependent on your starting date within the month. Starting pay points are allocated upon commencing the role based on criteria inclusive of experience, current specialism, salary and qualifications.		

Hours of Work:

This role will be a full-time position of 37.5 hours per week. Our team operates Monday to Friday between 09:00 and 17:00.

Holidays:

20 days plus 8 statutory days pro rata.

Bank Holidays:

An enhancement is paid for working at Christmas and New Year. We do not pay enhancements for working evenings, weekends or any other public holiday.

Care Certificate and Level 2/3 Health & Social Care Diploma:

All employees will be required to undertake and complete the Care Certificate. Following the successful completion of the probationary period staff are automatically enrolled onto Level 3 Health and Social Care Diploma. If you hold NVQ/Diploma 2/3 Health and social care or equivalent you will of course not need to do the award again, but we may support you to undertake qualifications.

Birthday Holiday Bonus:

After two years of continuous service, you will be permanently entitled to one additional day (pro rata for part time employees) annual leave to be taken two weeks either side of your birth date. If you do not take this additional day within that period, you will lose this entitlement for that year. This bonus will only come into effect in the leave year after two full years' service. Staff who are on maternity, paternity, adoption and sick leave at the time of their birthday will be entitled to take this additional leave upon their return to work.

Disclosure Checks:

All appointments will be subject to DBS enhanced disclosure and ISA checks.

Probationary Period:

The first four months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

Probationary Bonus:

After the probationary period has been satisfactorily completed your further employment will be confirmed. Upon successful completion of your probationary period, you will be entitled to a one

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off £100 bonus pro rata (subject to tax), providing all induction processes have been completed satisfactorily and upon completion and submission of your end of probationary review paperwork.

Sickness Policy:

Creative Support operates a discretionary company sick pay benefit scheme which is for the purposes of preventing hardship during times of serious illness. The eligibility criteria and conditions for payment of Company Sick Pay (inclusive of SSP) are shown in the Employee Handbook. You may be eligible for Company Sick Pay benefits subject to compliance with these criteria as follows: -

- Creative Support do not pay for the first three days of **any** sickness absence.
- First twelve months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Twelve months to twenty-four months service - Up to a maximum of four weeks at full pay.
- Twenty-four months plus service - Up to a maximum of eight weeks at full pay followed by four weeks at half pay.

Pension:

Creative Support operates an auto-enrolment pension scheme with the People's Pension.

Life Assurance:

Currently set at two times basic annual salary. Staff become members of a non-contributory group life assurance scheme after 6 months of employment. This scheme provides a death in service benefit of two times annual salary. Participation in this scheme is subject to the rules of the scheme as amended from time to time. We reserve the right to discontinue, vary or amend the life assurance scheme at any time on reasonable notice to you.

Discretionary Benefits:

Creative Support offers discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carer's leave up to 5 days per annum

Employee Assistance Service:

This is currently administered by Health Assured. This is a completely free service, offering valuable advice on benefits, financial matters, consumer advice, health and legal issues. There is also a free counselling service which is accessible 24 hours a day, 7 days a week. Anything discussed with Health Assured is completely confidential and will not be shared with Creative Support.

Hospital Saturday Fund:

An easy and affordable way to help you spread the cost of healthcare such as dental, optical & physiotherapy.

Annual Rail Ticket:

Discounted annual rail season ticket plans available to employees through Northern Rail.

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Payroll Giving:

Administered by Charities Trust: A tax efficient way of donating from your pay on a regular basis to any registered charities.

WeCare Staff Awards:

Recognising dedicated staff across the organisation with standard, silver and gold awards given out every 2 months.

Your Rewards:

Employee benefits and discount vouchers available through the Your Rewards website.

Long service: Awarded in the December following your 10, 15, 20 and 25 year anniversary of your continuous service date with the organisation.

Retirement Awards:

£100 bonus should you choose to retire whilst employed by Creative Support. Eligible for all permanent contracted employees with at least two years continuous service.

Refer a Friend Scheme:

Staff who successfully refer a friend to Creative Support's employment can claim £100 worth of vouchers when their friend starts and another set of £100 worth of vouchers when their friend passes the End of Probationary Review after four months of employment.

Welcome Back Grant:

£200 worth of vouchers for employees who return to the organisation who have at least six months between resigning from their original post and taking up their new role.

Uniform:

If applicable for your service you will be provided with a uniform. The number of uniforms that are provided will be dependent on your hours worked.

Company mobile phone and laptop:

If applicable to your job role the provision of a mobile smart phone, laptop and a 3G/4G dongle may be provided. Please note the employee will be liable for any damage or theft of these devices.

Travel Expenses:

These will be paid in accordance with the organisation Travel Expenses policy, please contact the HR Department for a copy of this.

Lease Cars/Car Allowance:

A mileage allowance is payable for the use of employee's car on organisation business. The organisation will reimburse your costs incurred on organisation business on a monthly business upon receipt of authorised claim forms. If you use a car on organisation business you will be required to have business use insurance. An employee's certificate of insurance must be made available for inspection on commencing employment.